100

Application Server 110

Client
Terminal
120

Network 150

Management
Terminal 130

Supplier
Terminal
140

FIG. 1

FIG. 2

CLIENT SUBMITS
ORDER REQUEST TO
CWOS 100

310

↓

MANAGER
RETRIEVES
CANDIDATE(S) FOR
REVIEW

320

↓

MANAGER SELECTS
CANDIDATE(S) FOR
SUBMISSION TO
CLIENT

330

↓

SELECTED
CANDIDATE(S) ARE
FORWARDED TO
CLIENT

340

↓

CLIENT DETERMINES
WHETHER TO
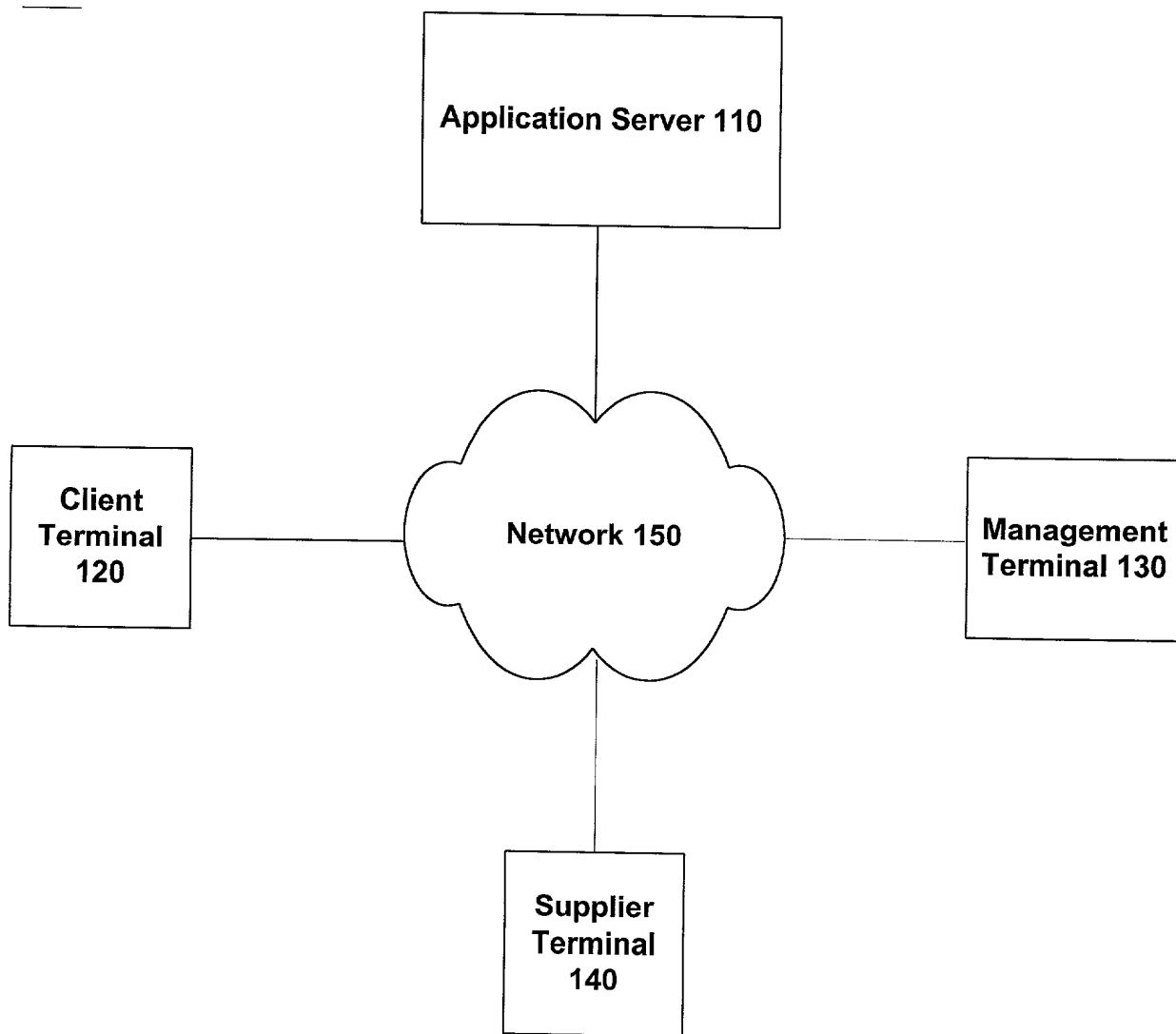APPROVE
CANDIDATE(S)

350

↓

APPROVED
CANDIDATE(S) ARE
ASSIGNED TO CLIENT

360
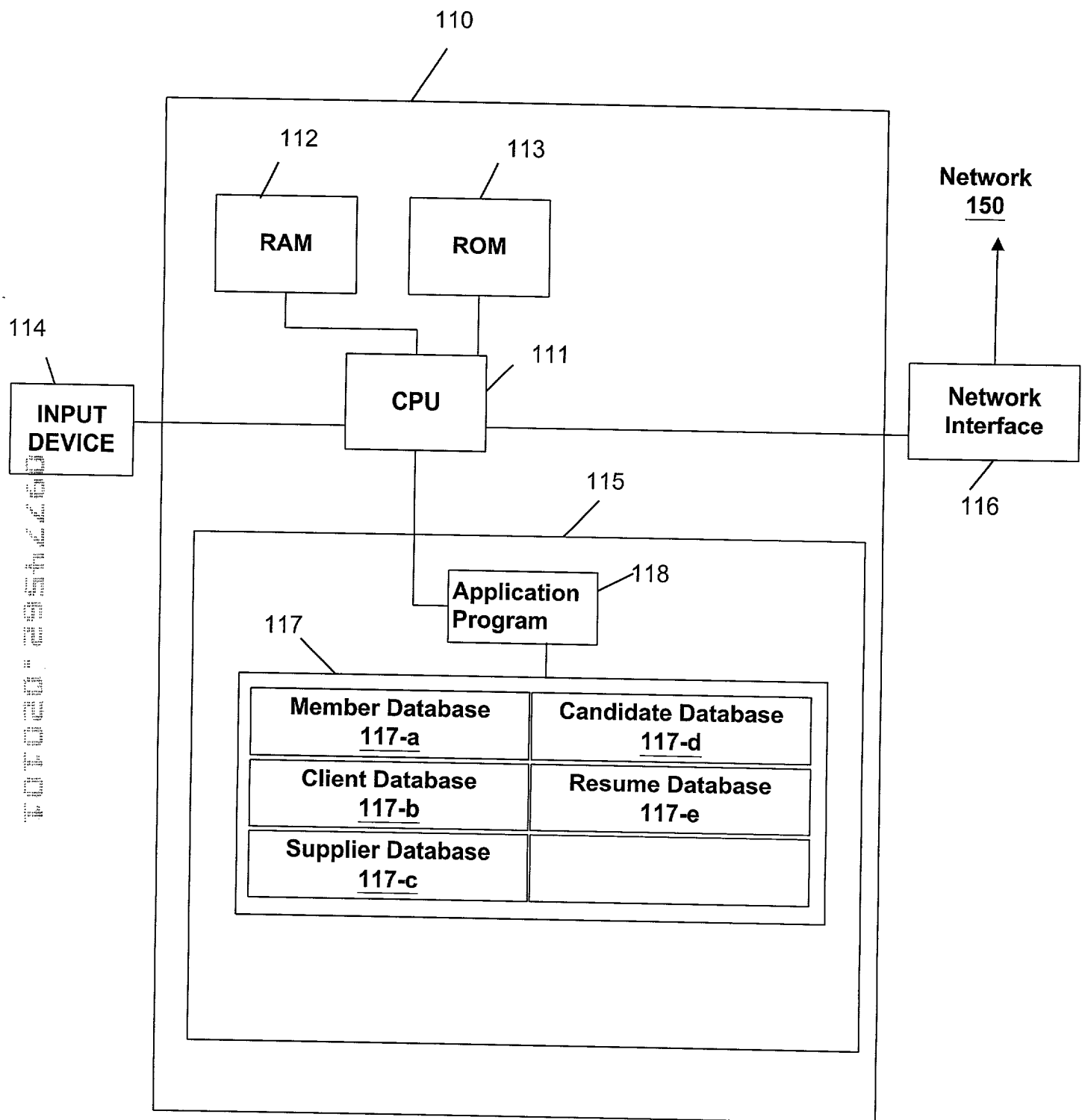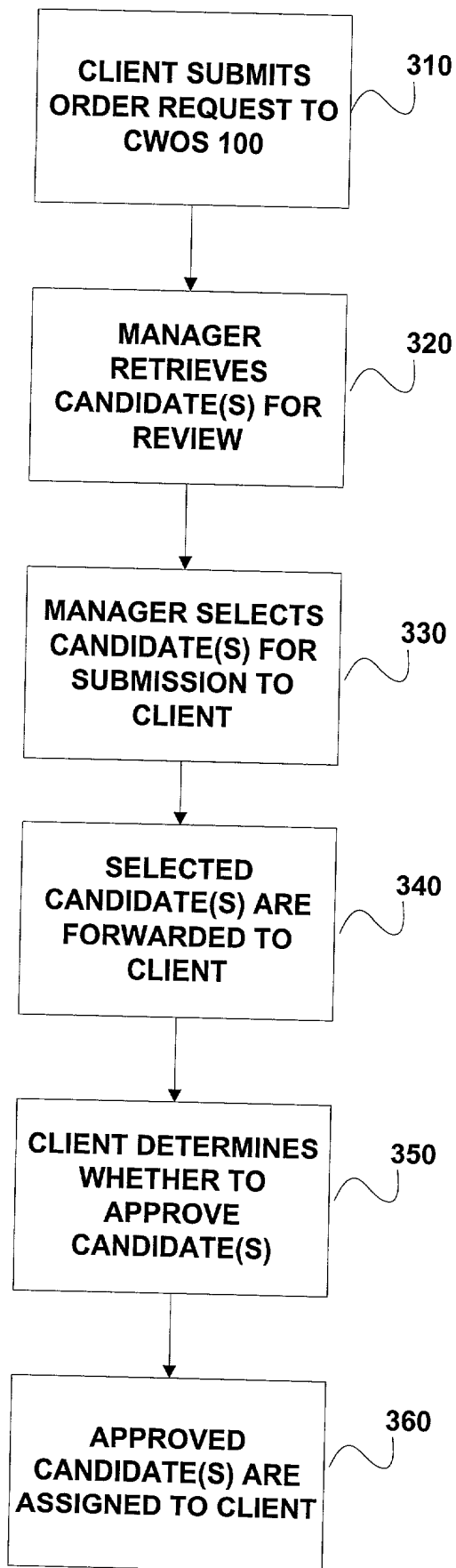
FIG. 3

~410

Order Initiation

The Customer has submitted an on-line job order, and a Manpower Resource Manager has taken ownership.

Search for Candidates

The Resource Manager has forwarded the order to approved suppliers.

Candidate Submissions

One or more candidates have been submitted to the resource manager for review.

Candidate Referral

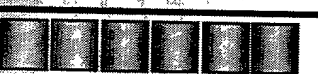One or more candidates have been referred to the customer for review.

Customer Validation

Customer has approved one or more candidates for the order.

Candidate Assignment

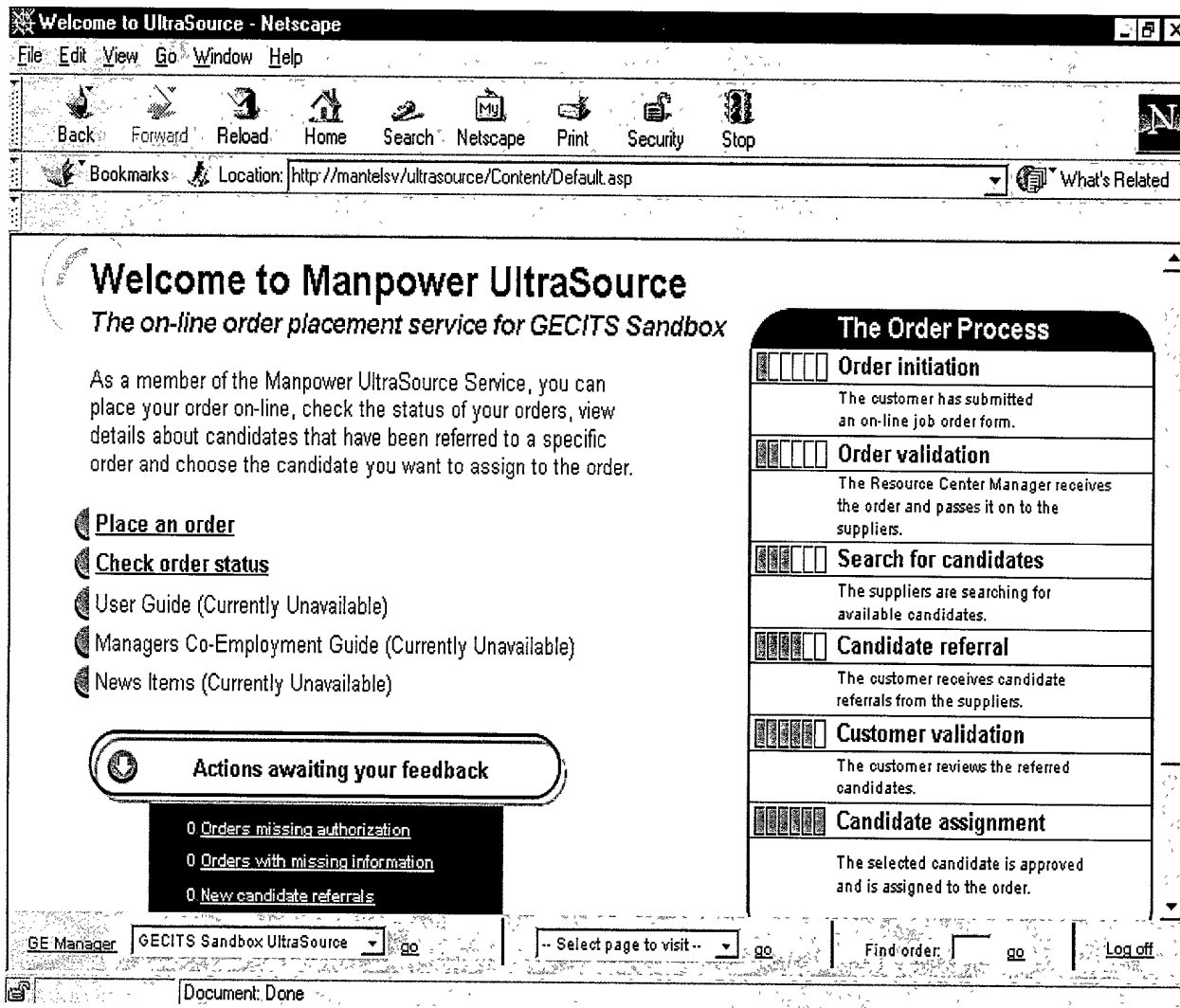Candidate availability is confirmed and the candidate is assigned to the order.

FIG. 4A

Welcome to Manpower UltraSource

The on-line order placement service for GECITS Sandbox

As a member of the Manpower UltraSource Service, you can place your order on-line, check the status of your orders, view details about candidates that have been referred to a specific order and choose the candidate you want to assign to the order.

Place an order

Check order status

User Guide (Currently Unavailable)

Managers Co-Employment Guide (Currently Unavailable)

News Items (Currently Unavailable)

Actions awaiting your feedback

0 Orders missing authorization

0 Orders with missing information

0 New candidate referrals

The Order Process

Order initiation
The customer has submitted an on-line job order form.

Order validation
The Resource Center Manager receives the order and passes it on to the suppliers.

Search for candidates
The suppliers are searching for available candidates.

Candidate referral
The customer receives candidate referrals from the suppliers.

Customer validation
The customer reviews the referred candidates.

Candidate assignment
The selected candidate is approved and is assigned to the order.

GE Manager | GECITS Sandbox UltraSource go | -- Select page to visit -- go | Find order: go | Log off

Document: Done

FIG. 4B

JOB ORDER DETAILS

ID:

Job Order template	---- Select a job order template ---- ▼ **Choose**
Job Title	
Start Date	MM ▼ DD ▼ YYYY ▼
Projected End Date	MM ▼ DD ▼ YYYY ▼
Working Hours	From -- ▼ : -- ▼ To -- ▼ : -- ▼
Resources Required	
Target Hourly Bill Rate	-- Select a Currency-- ▼
Job description	

Other Requirements/Skills
(Requirements or skills that are not specified in
the standard job description, e.g. additional
software skills, language skills etc.

If the order applies only for special days of the
week, please specify here.)

Software Packages:	Please use the 'Other Requirements/Skills' field
Languages:	Please use the 'Other Requirements/Skills' field

FIG. 4C

File Edit View Go Communicator Help

Back | Reload Home Search Guide Print Security Stop

Bookmarks | Location: http://ultrasourcena.manpower.com/Content/Default.asp

ExecPC | SignPost | NetSearch | Yahoo! | Find People | FilePile | TUCOWS

ACTIVE ORDER STATUS

List by: ○ Position ○ Sender ⦿ Initiated Date ○ Days left

ID		Process of Order			Dates	
181 Regional Sales Representative		0	Add Job Order	KWright	17/9/99 22:35 (3)	18/10/99 (28)
152 Regional Sales Representative		0	Add Job Order	CUser	14/9/99 11:42 (6)	20/9/99 (0)
151 Regional Sales Representative		0	Take Ownership	CUser	14/9/99 07:25 (6)	27/9/99 (7)
150 Electrical Engineer		0	Add Job Order	CUser	10/9/99 12:56 (10)	01/1/99 (262)
149 Test Job Template		0	Take Ownership	CUser	10/9/99 11:45 (10)	01/1/99 (262)
148 Test Job Template		0	Take Ownership	CUser	10/9/99 11:32 (10)	01/1/99 (262)
147 Regional Sales Representative		0	Take Ownership	CUser	10/9/99 07:28 (10)	13/9/99 (7)
146 Regional Sales Representative		0	Take Ownership	CUser	10/9/99 07:26 (10)	13/9/99 (7)
135 Regional Sales Representative		0	Add Job Order	MBunke	25/8/99 15:20 (26)	06/8/99 (45)
134 Test Job Template		0	Cancel order	TJohns	19/8/99 14:51 (32)	01/1/99 (262)
133 Test Job Template		0		TJohns	19/8/99 14:51 (32)	01/1/99 (262)
126 Team Leader		1	Take Ownership	TJohns	16/7/99 13:20 (66)	05/1/01 (473)
125 Team Leader		0		CUser	16/7/99 13:20 (66)	05/1/01 (473)
124 Team Leader		0		CUser	16/7/99 13:19 (66)	05/1/01 (473)
123 Team Leader		0		CUser	16/7/99 13:19 (66)	05/1/01 (473)
122 Team Leader		0		CUser	16/7/99 13:18 (66)	05/1/01 (473)

Client User | Demo Corporation UltraSource | go | View all active orders | go | Find order: | go | Log off

Document: Done

FIG. 4D

JOB ORDER DETAILS

Job order stage: ⬜⬜⬜⬜⬜　　　　　　Non authorised

ID

Job Title:	**Regional Sales Representative** ID:181
Date Sent:	17/9/99 10:35:41 PM　Contact:KWright
Start/End date:	From: 18/10/99
Working Hours:	From: 08:30　To: 17:00
Resources Required	1
Resources Supplied	0
Salary range	4000-6000 CDN　Standard Rate: 4000-6000 NLG

Edit Job

JOB ORDER HISTORY

Last Action:	Add Job Order　Updated By: KWright
Choose Action:	--- Select an action --- ▼　Go
Candidate Referrals	

--- Select an action ---
Cancel order
General Info

Job List

Client User　Demo Corporation UltraSource ▼　go　|　View all active orders ▼　go　|　Find order: ☐　go　|　**Log off**

Document: Done

FIG. 4E

File   Edit   View   Favorites   Tools   » | Address   lt.asp?UserGroup=34   Go

MANPOWER

ORDER HISTORY   List by: ⦿ Date   ○ Action   ○ Sender   ○ Candidate

Credit Analyst ID: 1415

Date	Action	By	Candidate	Email Text
5/25/00 12:04	Add Job Order	KWright		**To** - Shawn Sommerkamp, Resource Manager, Mark Bunke **Subject** - New job order Dear Resource Manager, A new job order has been submitted by Ms. Kristen Wright. Please go to the UltraSource user group for complete details
5/25/00 12:05	Take Ownership	KWright		**To** - Sample Client **Subject** - Order Received We will work on this ASAP
5/25/00 12:05	Forward Order	KWright		**To** - Sample Specialty Firm Sent, Manpower Inc. Sent, MBE/WBE Supplier Sent **Subject** - New Job Orders Please submit candidates as soon as possible for these positions
5/25/00 12:11	Add Candidate	KWright	Jon Michels	**To** - Shawn Sommerkamp, Resource Manager, Mark Bunke **Subject** - New Candidate Dear Resource Manager, Manpower Inc. has referred a new candidate to the job: Credit Analyst [JobID:1415]. Please go to the UltraSource user group for complete details.
5/25/00 12:11	Refer to Client	KWright	Jon Michels	**To** - Kristen Wright, Sample Client **Subject** - This is a great candidate - please act on him ASAP

                                                            Home   Back   Job Order Details

Kristen Wright | GECITS Demo Ultrasource ▾ | go | - Select page to visit - ▾ | go | Find order [   ] go | Log off

Done   Local intranet

FIG. 4F

GENERAL PERFORMANCE

	Job Description			Time taken to fill order							Referrals
ID	Title	Posted On	Stage/6	Total	Stage 0	Stage 1	Stage 2	Stage 3	Stage 4	Stage 5	Candidates
2011	Cisco Internetworking Engineer	11/08/00		79 days	0	0	7	1	-	-	4
2059	Network Support Engineer	12/05/00		52 days	0	0	1	0	-	-	1
2063	Network Support Engineer	12/06/00		51 days	0	0	1	0	-	-	2
2097	Network Support Engineer	12/22/00		35 days	0	0	5	0	-	-	42
2098	Network Support Engineer	12/22/00		35 days	0	0	5	0	-	-	30
2099	Network Support Engineer	12/22/00		35 days	0	0	5	0	-	-	19
2117	UNIX SYSTEM ADMINISTRATOR	1/10/01		16 days	0	0	1	0	-	-	5
2124	Cisco Internetworking Engineer	1/17/01		9 days	0	0	0	0	-	-	3
2125	UNIX SYSTEM ADMINISTRATOR	1/18/01		8 days	0	0	1	3	-	-	7
2152	Web Programmer/Analyst	1/23/01		3 days	0	0	1	0	-	-	2

Home   Back

SUPPLIER PERFORMANCE

	Job Description	CO, Colorado Springs - MP Technical			
ID	Title	Reaction	Candidates	Interviews	Placed
2059	Network Support Engineer	1 days	1	1	0

	Job Description	GA, Atlanta - MP Technical			
ID	Title	Reaction	Candidates	Interviews	Placed
2097	Network Support Engineer	5 days	8	1	0
2098	Network Support Engineer	5 days	12	0	0
2099	Network Support Engineer	5 days	5	1	0

	Job Description	MD, Baltimore - MP Technical			
ID	Title	Reaction	Candidates	Interviews	Placed
2011	Cisco Internetworking Engineer	7 days	1	0	0
2117	UNIX SYSTEM ADMINISTRATOR	2 days	1	0	0

Kristen Wright | GECITS Corporate UltraSource ▾ | go | Forwarded Orders ▾ | go | Find order: [   ] | go | **Log off**

FIG. 4G